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INCENTIVE AWARDS

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UNITED STATES CIVIL SERVICE COMMISSION
Office of Incentive Systems
Washington, D.C. 20415

February 24, 1969

SUBJECT: 1969 Federal Woman's Award

FROM: John D. Roth, Director *JDR*
Office of Incentive Systems

TO: Department and Agency Incentive Awards Officers

Attached for your information is a press release issued by the Board of Trustees of the Federal Woman's Award announcing the winners of the 1969 Award.

The awards will be presented on March 5 at a ceremonial banquet to be held at the Statler Hilton Hotel.

Attachment

Ideas Spark Progress

FEDERAL WOMAN'S AWARD

News Release

Care of
U. S. Civil Service Commission
1900 E Street, N.W.
Washington, D. C. 20415

ADVANCE FOR MONDAY PAPERS
Not to be used before
February 17, 1969.
For further information,
call 632-5491.

The six Government career women who will receive the ninth annual Federal Woman's Award were announced today by Mrs. Patricia Hitt, Assistant Secretary of Health, Education, and Welfare, who is Chairman of the Board of Trustees of the Federal Woman's Award. The winners, nominated by their agencies and chosen by an independent panel of judges, represent high achievement in the fields of cryptology, diplomacy, law, management, personnel administration, and psychology. They are being honored for their outstanding contributions to the quality and efficiency of the career service of the Federal Government, for their influence on major Government programs, and for personal qualities of leadership, judgment, integrity, and dedication.

The recipients of the Award are:

STAT Senior Cryptologist and Deputy Group Chief,
National Security Agency, Fort George G. Meade, Md.

Miss Edith N. Cook, Associate Solicitor, Division of Legislation,
Department of Labor.

Miss Eileen R. Donovan, Assistant Director, Office of Caribbean Affairs,
Bureau of Inter-American Affairs, Department of State.

Dr. Jo Ann Smith Kinney, Supervisory Psychologist, Vision Branch,
Submarine Medical Research Laboratory, Naval Submarine Medical Center,
Department of the Navy, Groton, Connecticut.

Mrs. Esther Christian Lawton, Assistant Director of Personnel (Classification
and Wage Administration), Office of the Secretary, Department of the Treasury.

Miss Dorothy L. Starbuck, Area Field Director, Area #4, Veterans
Administration.

Biographical and employment data on each of the Award winners are given below.

The Federal Woman's Award is the only award program created exclusively for the purpose of honoring career women in the Federal Government. In announcing the winners for 1969, Mrs. Hitt said:

"It is a privilege for me to present these six women of distinction in the Federal service. I am already deeply impressed with the extraordinary quality of achievement and breadth of interest represented by the 1969 Award winners, and I anticipate with great pleasure my continuing association with the Federal Woman's Award program."

The judges who made the final selections for the 1969 Awards were: Dr. Leonard Carmichael, Vice President of the National Geographic Society, Roscoe Drummond, journalist, Dr. Nell Eurich, Dean of the Faculty of Vassar College, Mrs. J. Willard Marriott, Vice President and Director of the Marriott Corporation, and H. Chapman Rose, lawyer and former Under Secretary of the Treasury.

The winners will receive the awards at a banquet in their honor on March 5 at the Statler Hilton Hotel in Washington, D.C. As a public service, Woodward and Lothrop, Inc. of Washington defrays all expenses connected with the Federal Woman's Award.

Biographical and Employment Data

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Miss Edith N. Cook plans and directs the legal, legislative, and policy work of the Division of Legislation of the Department of Labor, including the development of legislative proposals in labor and related social and economic fields and coordination with other Federal agencies. She plays a major role in shaping policy with respect to labor legislation and recommendations for the President to make to Congress. Since 1961 she has guided legislative operations concerned with the war on poverty. As a member of the interdepartmental task force she helped shape the original legislation, and personally drafted the legislation in the manpower and industrial training area. A few of the many laws developed under her guidance are the Manpower Development and Training Act of 1962, the Equal Pay Act of 1963, the Economic Opportunity Act (the "War on Poverty Law") of 1964, Title VII of the Civil Rights Act of 1964 prohibiting discrimination in employment because of race, color, religion, sex, or national origin, and the 1966 amendments to the Fair Labor Standards Act. Miss Cook's career as a Government attorney covers 34 years and includes service with the depression-born NRA and WPA, the Treasury Department, the Department of Commerce, and the National War Labor Board and its successor, the National Wage Stabilization Board, where she was Assistant General Counsel from 1943 to 1947. In 1948 she was employed as a legislative attorney in the Division of Legislation, Department of Labor, and advanced to her present position as Associate Solicitor which she has held since 1961. She has represented the United States at conferences of the International Labour Organization in Geneva, and has received the Department's Distinguished Service Award.

Miss Cook was born in Madison, Wisconsin, and graduated from Goucher College in 1929. She received her LL.B. degree from the Columbia University Law School in 1932. She lives in Washington, D.C.

Miss Eileen Roberta Donovan is Assistant Director of the State Department office which is responsible for United States foreign policy and Alliance for Progress activities in the island areas between Trinidad and Puerto Rico. Her particular responsibility is for the English-speaking areas; however, her 20-year career in the Foreign Service has taken her through progressively responsible assignments in Japan, the Phillipines, and Italy. Miss Donovan joined the WAC in 1943 and served with the rank of Captain at the Tokyo headquarters of SCAP as an advisor to General Douglas MacArthur on a program of education for Japanese women. She entered the Department of State in 1948 and served on the Japan-Korea Public Affairs Desk during the Korean War, and from 1957 to 1959 was Chief of the Southern European Branch of the Bureau of Intelligence and Research. In 1960 she was assigned to Barbados as Consul, and in 1962 she became Consul General for Barbados and the British Windward and Leeward Islands, responsible directly to the Department of State since there was no supervisory Embassy for the area. In 1964 hers was one of only two U.S. posts in the world that received the highest possible ratings in both management and political work. She was unusually successful in developing harmonious relationships with the new Negro leaders of the islands during this period of intense political activity, and her political reports and recommendations greatly influenced U.S. policy in that area. She has received a Special Commendation from the WAC, the Army Commendation Medal with a citation from General MacArthur, a Special Commendation for work as assistant to John D. Rockefeller III on a Cultural Survey of Japan, and high praise from the foreign leaders with whom she works.

A native of Boston, Miss Donovan received her Bachelor's and Master's degrees in education from Teachers College there (now State College) in 1936 and 1937. In June 1957, after one year of advanced studies, she became one of the first women to have received the MPA degree from the Harvard University Graduate School of Public Administration. She lives in Washington, D.C.

Dr. Jo Ann Smith Kinney directs research studies and reports on vision problems of direct and often crucial importance to the Navy, including underwater, night, and color vision. Recognized as the top expert on underwater vision in the United States and also as a leading authority in other areas of vision research, she has published over 60 papers in professional journals and holds a patent for a night vision test. She began her Federal career at the Naval Submarine Medical Center in 1949 as Research Psychologist, and has been Head of the Vision Branch since 1963. An accomplished SCUBA diver, Dr. Kinney regularly participates in ocean studies, leading investigations of underwater problems and often serving as a subject. One such investigation is an assessment of the visibility of colors underwater to determine which colors are most effective for detection, retrieval, and concealment. The work will culminate with specific observations performed by aquanauts at Sea Lab III. Other problems with which she is concerned include visual perception and orientation of divers, the effect of submarine service on vision, and the lighting of aircraft carriers and supply ships used for underway replenishment at sea. She represents the United States on the Committee on Scotopic and Photopic Vision of the International Commission on Illumination, and is active in many professional associations.

Dr. Kinney was born in Akron, Ohio. She received her BA degree from Smith College in 1949, her MA from Cornell University in 1954, and her Ph.D. from the University of Connecticut in 1959. She is currently a lecturer in physiological psychology and sensory perception at the University of Connecticut. Her home is in Mystic, Connecticut, where her husband, Donald P. Kinney, owns a real estate company.

Mrs. Esther C. Lawton is one of the leading experts in the Federal service on position classification and salary administration, and is also widely known as a teacher in that field. Her entire Federal career has been with the Treasury Department, beginning as a clerk in 1936 and progressing to her present position as Assistant Director of Personnel, which she has held since 1961. Through her policy direction and leadership in job evaluation and broader management problems, she has been influential in improving organization and management within the Department, such as reorganizations of the U.S. Secret Service and the Customs Bureau. In addition to conducting a regular classification course within the Treasury, she is frequently called on as a teacher by the Civil Service Commission for interagency training programs and for visiting officials of foreign governments, by the Department of Agriculture Graduate School, and by other agencies of the Government. The first woman consultant to be sent overseas by the Ford Foundation, Mrs. Lawton was selected in 1965 to advise the government of Lebanon on modernization of its civil service system; she returned at the Foundation's request in 1966 to review and evaluate progress; and in 1968 was sent by the Foundation to Jordan on a similar mission. She is the only person to be elected president of the international Society for Personnel Administration for two terms, and is active in other professional associations.

Mrs. Lawton was born in Brooklyn, New York, and received her BA from the University of Rochester in 1934 and her MA from George Washington University in 1942. She is the widow of the late David F. Lawton, an official of the Civil Service Commission. She lives in Washington, D.C.

Miss Dorothy L. Starbuck is one of very few women in the Federal service to advance to high levels in general management. She is the line official in charge of the Western Area of the Department of Veterans Benefits, comprising 15 field stations in 13 Western States and Manila, with a total employment of 3,000. She is responsible for operation of the complete Veterans Administration program of benefits and services in the Area, as well as all aspects of field station management, and for interagency working relations with the Department of Defense, the Department of Health, Education, and Welfare, and the Federal Housing Administration. Miss Starbuck joined the Veterans Administration in 1946, after 4 years' service in the WAC where she held the rank of Captain. She began as a clerk and advanced steadily, serving for 4 years in Chicago, 12 years in Washington, one year as Assistant Manager of the Baltimore Regional Office, 4 years as Manager of the Denver Regional Office (to date, the only woman Regional Office Manager), and returned to Washington as Area Field Director in 1967. While in Denver she was active in many civic and community groups, was selected "Woman of the Year" in 1963 by the Business and Professional Women's Club, was elected Vice Chairman of the Denver Federal Executive Board in 1965, and Chairman of the FEB in 1966. In 1967 she was appointed by the Secretary of Defense to a 3-year term on the Defense Advisory Committee on Women in the Armed Services. She has received seven special VA commendations and awards since 1955, and was the 1966 "Federal Employee of the Year" of the Denver Area.

Miss Starbuck is a native of Denver. She graduated from Loretto Heights College in 1940 with a BA in journalism, and taught school before joining the WAC in 1942. She now lives in Washington, D.C.